

Mentoring Support

**AIM 21 Mentorship Program
Wave 3
(August 17 – October 17, 2021)**





AIM Mentorship Project Team



Aoife | Talent Management | HR



Sze | Senior Engineer | Canon



Ayesha | Talent Management | HR



Yen-Lu | Co-founder, AIM

AGENDA

- ◆ *Welcome*
- ◆ *About AIM*
- ◆ *Getting to know each other*
- ◆ *About Mentoring*
- ◆ *Announcement of Mentor / Mentee Pairings*
- ◆ *AIM 21 Mentoring Process*
- ◆ *System Demonstration*
- ◆ *Q&A*



Our Purpose

To grow mentors and raise the quality of mentoring, expand the mentoring ecosystem while spreading the benefits of mentoring to impact millions of lives.



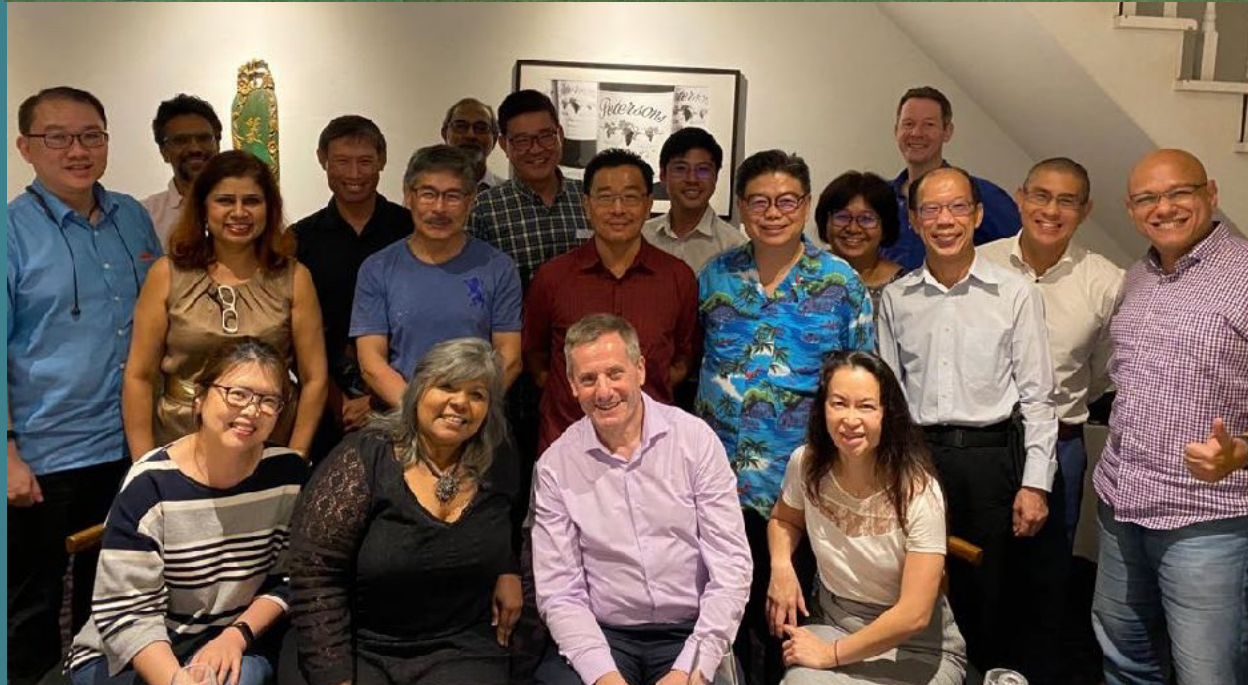
十年樹木 百年樹人

It takes 10 years to grow a tree
100 years to grow people



By Volunteers

For Volunteers



Our Partners

ASIA INSTITUTE OF MENTORING
RESOLUTION '21



Gratitude.vc

mindful
sp[a]ce



YSI Southeast
Asia

*Social
Collider*
.CO



Getting to Know Each other





“Know thyself.”

- Socrates



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To share. To learn. To impact lives



至聖先師



“Great Mentors Focus on the Whole Person. Not Just Their Career”

... it’s one of the beauties of mentoring and what differentiates it from coaching for skill-building or performance.

Harvard Business Review
Rick Woolworth
August 09, 2019



Simon Sinek
What does it mean to be a Mentor?
January 22, 2018

**Mentoring is a
2-way relationship**

**Both mentor and mentee
can grow from the
interaction**



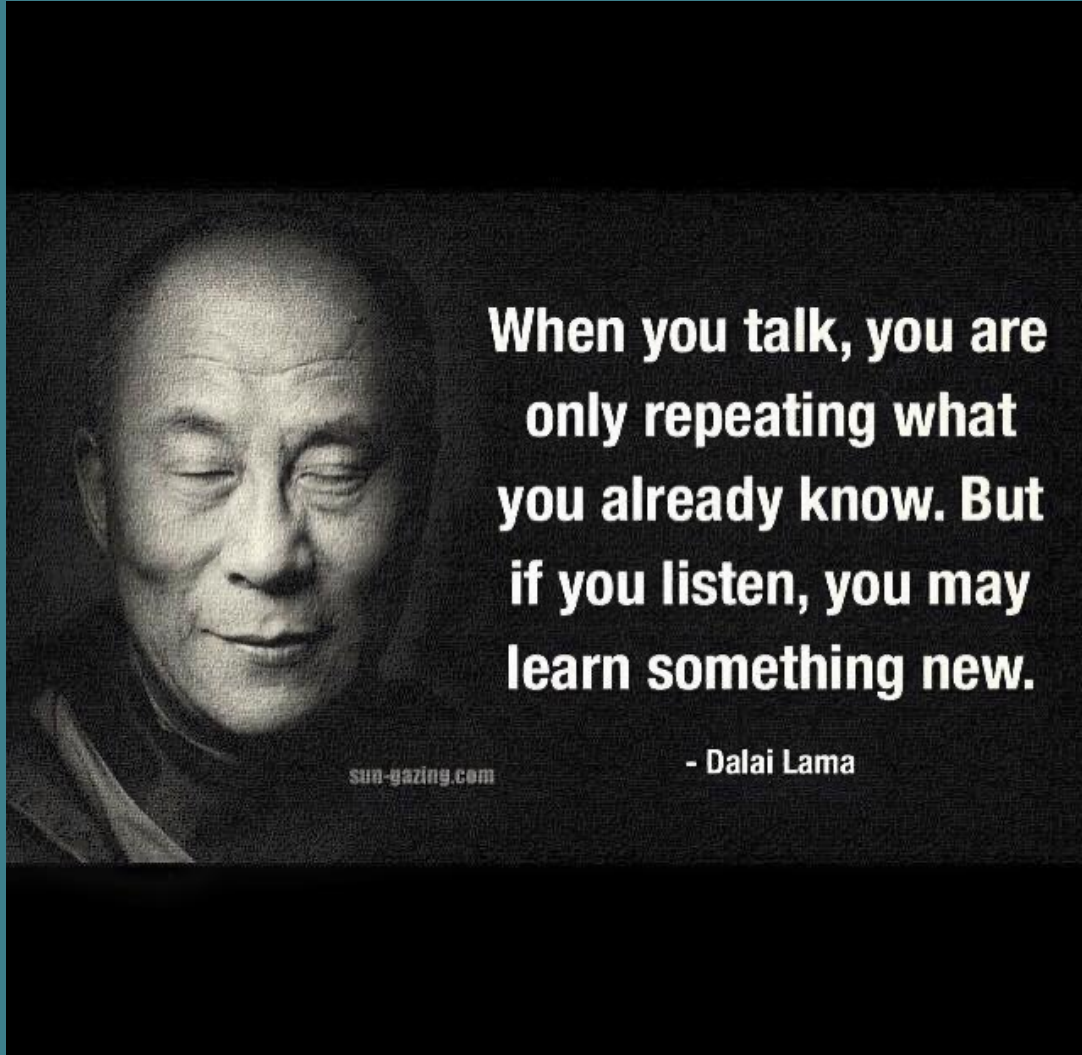
What is your level of Awareness?



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Skills



When you talk, you are only repeating what you already know. But if you listen, you may learn something new.

- Dalai Lama

sun-gazing.com

Active Listening



- ✓ Curious and interested in the other person
- ✓ Ask for clarification when necessary
- ✓ Being alert to what is being said and unsaid and aware of physical cues – language, posture, visual cues etc.



Listening Tips

- | | |
|--|--|
| <input checked="" type="checkbox"/> Make eye contact | <input checked="" type="checkbox"/> Engage in “who said what” |
| <input checked="" type="checkbox"/> Stay Focused on Speaker | <input checked="" type="checkbox"/> Only focus on the negatives |
| <input checked="" type="checkbox"/> Check what you heard | <input checked="" type="checkbox"/> Debate right or wrong |
| <input checked="" type="checkbox"/> Summarize your content | <input checked="" type="checkbox"/> Be defensive |
| <input checked="" type="checkbox"/> Be aware of your Body Language | <input checked="" type="checkbox"/> Create an improvement plan YET |

Skills



Questioning

- ✓ Garbage in, garbage out – answers we receive depend on the type of questions we ask
- ✓ Asking the right question is at the heart of effective communication
- ✓ Effective questions are powerful and thought provoking – how well do we ask?

Learning Questions

Create Awareness

Change Perspective

Challenge Assumptions

Elicit Action

Mutual Agreement and Understanding



Mentoring Partnerships

Mentee	Mentor
Christine OHagan	Christine Maynes
Marylen	Deepali Jain
Anthony Tan Lee Ming	Kevin Kan
Cris	Christina Lu Maxwell
Divya	Rebecca Chan
Lisa Do	Juliana Lye
James Liu Zixin	Ryion Pun
Jane Foo	Lim Ai Leen
Mou Yan Qiao	Dr Moses Koh
Sandra Marujo	Juliana Rahmad
Joey Gan	Shanti Sharma
Susan	Janice See Mei San
Tay Jih-May	Jane Foo
Wayne	Matthieu Pere
Jnanee Krishnasamy	Anupma Tiwary
Joel	Tan Bakchai

The AIM Mentoring Process



The AIM Mentoring Journey



- ✓ Build a WORKING level of Trust with the Mentee
- ✓ Provide Broader and Alternative Perspectives to the Mentee 'Master Perspective'
- ✓ Encourage the Mentee to Develop Proactive, Positive Course of Actions
- ✓ Encourage the Mentee in Taking Action, and Receiving Feedback
- ✓ Guide the Mentee to see the Feedback from a Growth Mindset Perspective
- ✓ Encourage the Mentee to Grow
- ✓ Guide the Mentee to find Purpose
- ✓ Encourage/Inspire the Mentee to Help Others
- ✓ Use the AIM Mentoring Process

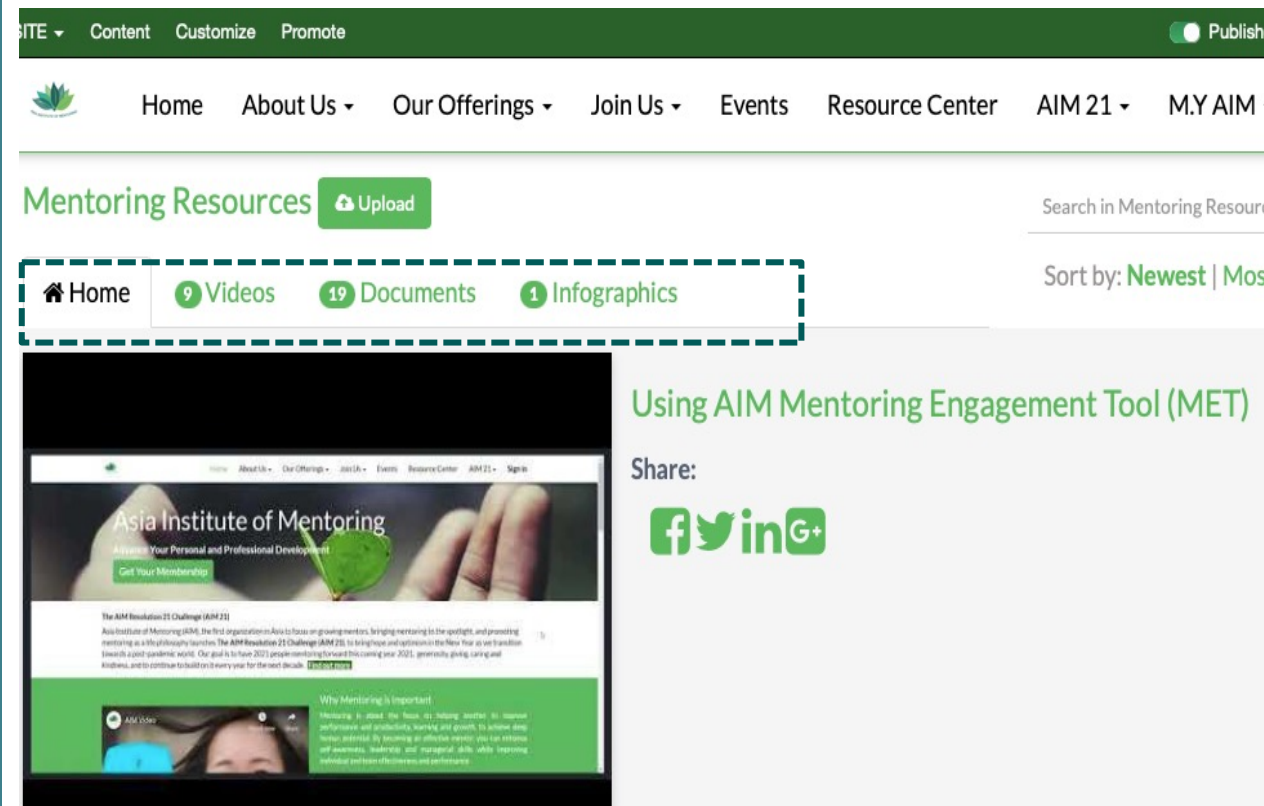
Milestones Check-Ins



Demo

Mentoring Engagement Tool

AIM WEBPAGE



The screenshot shows the AIM website's 'Mentoring Resources' page. At the top, there is a navigation bar with 'HOME', 'Content', 'Customize', and 'Promote' options, and a 'Publish' toggle. Below this is a main navigation menu with 'Home', 'About Us', 'Our Offerings', 'Join Us', 'Events', 'Resource Center', 'AIM 21', and 'M.Y. AIM'. The 'Mentoring Resources' section features an 'Upload' button and a search bar. A dashed box highlights the navigation menu items: 'Home', '9 Videos', '19 Documents', and '1 Infographics'. Below the navigation, there is a featured article titled 'Using AIM Mentoring Engagement Tool (MET)' with a 'Share:' button and social media icons for Facebook, Twitter, LinkedIn, and Google+. The article content includes a sub-header 'Asia Institute of Mentoring' and a 'Get Your Membership' button. The main text discusses the AIM Resolution 21 Challenge (AIM 21) and the importance of mentoring.

Mentoring Resources

Website Access Link

<https://asiainstituteofmentoring.com/slides/mentoring-resources-25>



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Thank you
Any Questions?

WWW.ASIAINSTITUTEOFMENTORING.COM